



State of Utah

DEPARTMENT OF WORKFORCE SERVICES
DIVISION OF EMPLOYMENT DEVELOPMENT

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Utah's Temporary Assistance for Needy Families (TANF) State Plan

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State of Utah
TANF State Plan

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Section 1 - GOALS, RESULTS, AND PUBLIC INVOLVEMENT

The Department of Workforces Services administers the TANF Block Grant along with other programs and services in a comprehensive One-Stop system. The One-Stop system consolidates all job placements, job training, and what is commonly known as welfare into one integrated service delivery system. The consolidated department legally began on July 1, 1997.

The goals of the Department of Workforce Services are to:

- Promote economic stability and self-sufficiency for all customers
- Contribute to the development of a workforce that is prepared for the jobs of today and the future
- Provide a dynamic employment exchange system
- Support quality of work-life for all DWS employees

The basic objectives of the department are to simplify programs, to operate more efficiently, and to improve services. The Department focuses on employment and will seek to serve employers by providing qualified applicants. At the same time, the department will seek to serve job seekers by helping them find appropriate employment or engage them in activities that will lead to gainful employment tailored to meet the needs of special populations, as defined by statute.

Utah refers to its One-Stops as employment centers. A statewide system of 34 employment centers in nine Economic Service Areas (ESA) serve individuals and families with supportive services like food stamps, child care, Medicaid and other medical programs, cash assistance, help in finding a job, access to job training programs, educational and employment-related opportunities for displaced homemakers and refugees and services for people who are older or who have disabilities. It is the responsibility of the department's employment counselors to adhere to the department policy to provide assistance for customers with disabilities, and to serve and assist customers with limited English proficiency.

The programs and services administered by the Department of Workforce Services include:

- Cash assistance
- Transitional cash assistance
- Food Stamp benefits (SNAP)
- Child care assistance
- Refugee assistance
- General assistance
- Medicaid and other medical programs assistance
- Unemployment Insurance

- Employment services: counseling, screening, job referrals
- Employment workshops
- Veterans services
- Migrant farm worker services
- Assessment, classroom training and career counseling
- Pre-employment training
- Career orientation
- Career assessment
- Job seeking skills
- Job placement
- Utah Back to Work Program

The Department also includes the Office of Work and Family Life which promotes quality child care and family life, and provides resources and support to help improve the economic stability and well-being of Utah's children and families.

Utah uses the Temporary Assistance for Needy Families (TANF) block grant to fund its Family Employment Program, Employment and Education and Training Services for needy families, the Utah Healthy Marriage Initiative, pregnancy prevention and other services to needy families.

Eldercare Workforce

We train low-income customers in demand driven occupations, one of which is medical occupations. In the state of Utah, over 35% of all TANF training assistance funding is directed at customers in medical occupations that in part assist the elderly. In this way, we hope to be addressing the workforce demand for occupations that assist the elderly.

The Family Employment Program

Cash assistance offers a temporary support system, not a long-term solution, to problems. The long-term solution for most families is employment. Successful efforts to assist families toward financial independence are based on an understanding of the social, emotional and economic factors that influence them.

The Family Employment Program is based on Utah's long experience with improving services for unemployed and underemployed families through early welfare reform initiatives. The purpose of the Family Employment Program is to offer unemployed and underemployed single parents and two-parent families opportunities to increase family income through employment and child support. Cash assistance for two parent families (FEP TP) where neither parent is incapacitated is funded with state only funds. The Utah Legislature established a 36-month State lifetime limit for Utah's TANF cash assistance participants.

Data for the Family Employment Program is collected to provide foundational information for future program development and implementation. Utah continues to contract with the University of Utah's Social Research Institute to provide data and survey information measuring basic demographics, attitudes, barriers and experiences of the general Family Employment Program population. This data follows differences between the general Family Employment Program population and other groups such as the long-term participants and those closed due to non-participation. In addition, key business measures for operational performance monitor: The rate of those meeting Federally defined participation requirements while receiving assistance; the number of closures due to employment or marriage or other "positive" reasons; and the percent of those who enter and retain employment after closure. Utah will be successful when increased income occurs for families taking advantage of the opportunities of the Family Employment Program.

To maintain the public's trust, it is paramount that the Family Employment Program is viewed as an effective employment program executed with integrity. The Internal Audit and Program Performance units of the Department are involved in the evaluation of proper dollar distribution and have responsibility in the evaluation of the program's integrity. An audit review tool monitors case accuracy and customer participation indicators. The Public Assistance Overpayments Division of the Department investigates alleged fraud and collects overpayments. Since the Division's inception in 2003, collections have increased dramatically.

Employment, Education and Training Services

The Department uses all the training funds it has available, including TANF block grant funds and Workforce Investment Act (WIA) funds, to provide employment, education and training services needed for the Department of Workforce Services to achieve its goals and develop a qualified Utah workforce.

The Workforce Investment Act reformed job-training programs and created a comprehensive workforce investment system. Seven key principles are embodied in the Act:

1. Streamlining services through better integration at the street level in One-Stop service systems. Program and providers are integrated for accessibility.
2. Empowering individuals through financial power, access to increased levels of information and guidance and through the support of One-Stop service systems and partners.
3. Universal access to information on employment related services, opportunities and career planning.

4. Increasing accountability in achieving the goal of increased employment, retention and earnings of participants. This is done through improving the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce dependency on assistance programs.
5. Strong involvement of the local business community in local strategic planning and program oversight.
6. State and local flexibility to meet the needs of local labor markets.
7. Improved youth programs to provide strong connections between academic and occupational learning.

Job training assistance and its related services offer a selection of tools to be used in the development of Utah's high quality workforce, as outlined in the Department's mission statement. In order for Utah's workforce to compete in the state and national employment market, individual assessment, planning, and training services are required to prepare our economically disadvantaged and displaced customers for high paying jobs. Their employment goal may be to obtain a first job, a better job, or a career placement.

Economically disadvantaged youth and adults are prepared for participation in the workforce through the provision of basic and occupational skills, development of pre-employment and work maturity skills, and a variety of work site and classroom learning options. Dislocated Workers served under the WIA are aided in their desire for quick re-entry into the workforce through early readjustment and referral services. Those workers assessed as needing updated skills or certification use job training services as a tool to build upon already-existing skills. Successful efforts to assist all job training customers are based on an understanding of the social, emotional, and economic factors that influence and act as barriers to an individual's employment potential.

Section 2 - NEEDY FAMILIES

In Utah, services and assistance may be provided to eligible families where a dependent child under the age of 18 resides in the household and the total household income does not exceed 300% of the Federal Poverty Level (FPL). Program descriptions and specific eligibility criteria are listed below.

Family Employment Program (TANF)

The Family Employment Program in Utah serves all eligible unemployed or underemployed families where a dependent child resides in the home or where a woman is pregnant and in her third trimester. A dependent child is defined as a child under the age of 18, or if 18, a full time student, reasonably expected to complete school by the month they turn age 19. Individuals who must be part of the family's assistance filing unit include:

- All brothers, sisters, half-brothers, half-sisters, adopted brothers, and adopted sisters who are residing in the same household as a dependent child, and who also meet the dependent child requirement.
- All parents, including stepparents, residing in the same household as their son, daughter, stepson, or stepdaughter who meet dependent child requirements.
- When an individual residing in the household is required to be included in two filing units, the filing units must be combined into one filing unit.

A household member who is expected to be temporarily absent from the household for no more than 180 consecutive days is considered part of the filing unit. A Native American child or a child who is deaf and blind if temporarily absent due to boarding school may still be considered part of the filing unit even if the temporary absence is expected to last more than 180 days.

For the Family Employment Program a family is considered needy when:

- They reside in Utah.
- They meet either U.S. citizenship status or a non-citizen status of permanent legal resident, refugee, conditional entrant, Cuban/Haitian refugees or Entrants, Victims of Human Trafficking, and certain battered aliens, or individuals granted asylum. Qualified aliens, who do not meet Federal Eligible Alien criteria, are barred from TANF participation for 5 years from date of entrance into the U.S. will be served with state dollars.
- Their countable assets do not exceed \$2,000 in value - with the equity value of all motorized vehicles exempt, except possibly in some Adoption Assistance cases.

- They meet the following income limits:

Household Size	Test 1 Gross Income	Test 2 Net Income	Test 3 Cash Assistance Payment Amount
1	608	329	288
2	843	456	399
3	1050	568	498
4	1230	665	583
5	1400	757	663
6	1542	834	731
7	1615	873	765
8	1690	914	801

Activity Review is the process used when frequent monitoring and early intervention identify that a parent may not be participating in required activities. Parents who are not participating in agreed upon activities and do not have reasonable cause, face the possibility of an entire family household sanction for one full month.

All families statewide and those families who have moved here from another state are offered the same access to the Family Employment Program and offered the same level of assistance.

Information on families participating in the Family Employment Program will be safeguarded and access restricted to only those who request information to administer programs that provide other required or needed services to the families we serve. Any person who fails to safeguard information is subject to both civil and criminal penalties.

Department rules, which bear statutory authority concerning the safeguarding and release of confidential information, specify that DWS must safeguard or restrict access to any information it has on specific individuals. Information obtained from the federal government for purposes of income-match can never be released, i.e. the IRS Income Match (IEVS) report. Information that may be released to the client may be released to other individuals with written permission from the client. Any other requests for information, which cannot be resolved through review of the Information Disclosure Rules, Policy, Procedures and Matrix, will be deferred to DWS Legal Services. Information Disclosure is required staff training. It is the responsibility of the employee's supervisor to ensure the training is completed. Administrative Policy is found in section 1503, DWS Disclosure Rules. These rules include: Confidential information, Safeguarding and Release of Information, Release of Information to the Client or the

Client's Representative, Release of Information Other Than at the Request of the Client, and Confidentiality of Records.

Families will have the right to ask for an agency conference or a fair hearing any time they do not agree with an action or decision on their case:

- An agency conference involves a meeting between the adult family members and/or other appropriate family or designated entities/individuals, the case manager, and the supervisor. In the conference, the action or issues they do not agree upon will be identified, a review of the case record will occur, rules and policy will be confirmed and explained, and alternative actions that could resolve the issues will be explored.
- A fair hearing will be conducted by an independent hearing examiner through either in-person hearings with all parties meeting at the same place or telephonic hearings where the hearing examiner conducts the hearing via a telephone conference call. The family must ask for the hearing in writing within 90 days of the effective date of the case action with which they disagree, and a decision must be issued within 60 days from the date of the hearing. A family who requests a fair hearing within 10 days of the effective date of the action they disagree with may also request continued benefits while awaiting the outcome of the hearing. Fair Hearings will not be open to the public.

Family Employment Program for Two Parents (FEP TP)

Utah is using state only funds to pay for assistance for the FEP TP Program.

Utah Adoption Assistance Program

For a birth parent, who is receiving financial assistance for other children in the home who chooses to relinquish a child(ren) for adoption, a supplemental adoption assistance amount equal to the amount the household would have received had the parent kept the child will be added to the monthly amount. If the household is not eligible for FEP, the birth parent is not eligible for any TANF funded financial adoption assistance. In that instance, a birth parent may receive financial assistance from a state funded program. A birth parent may not receive adoption assistance from this program for more than twelve consecutive months from the relinquishment of a child. Month 1 in the 12 month period is the month of relinquishment.

Adoption Assistance has the same requirements as the Family Employment Program regarding:

- Restriction of use and disclosure of information
- Treatment of families moving into the state
- Citizenship requirements

Families receiving Adoption Assistance have the same rights as Family Employment Program (FEP) families to request an agency conference or a fair hearing any time they do not agree with an action or decision on their case.

Emergency Assistance Homelessness Prevention Program

This program provides immediate short-term help to destitute families who would have been or are otherwise eligible for the Family Employment Program. Services may be provided to families for up to 30 consecutive days in any 365-day period. Services provided by this program include rent, mortgage, utility payments, and/or referral to legal services to avoid eviction.

A family with an eligible dependent child who is homeless or in danger of becoming homeless due to a crisis situation beyond their control may be eligible for assistance from this program. An eligible dependent child is defined as a child under the age of 18, or if 18, a full-time student, and is reasonably expected to complete school by the month they turn age 19.

The expectation is that one-time assistance will enable a homeless family to obtain housing, or a family about to become homeless will be able to maintain their housing while they overcome the temporary crisis.

Program Eligibility Requirements:

The family must meet ALL eight of these program eligibility requirements to be eligible:

1. The family must be homeless, facing eviction, foreclosure, utility shutoff, or in need of utilities, that resulted from a crisis beyond the control of the family.
2. The family must be able to secure housing, utilities, or be able to prevent the eviction, foreclosure, or utility shutoff, with a one-time rent, mortgage, or utility payment.
3. The family must demonstrate the ability to resolve past due payments and pay future months' rent, mortgage, or utility payments after resolution of the crisis.
4. The family must have exhausted all other resources first.
5. The value of the household's assets cannot exceed \$2000. Countable assets are those immediately available to the family members.
6. The gross income available to the family cannot exceed the gross income limit of the Family Employment program. This limit equals 185% of the 1995 standard needs budget based on the household's size.

7. A household will only receive services for a thirty consecutive day period within one full calendar year. A year is defined as 365 days following the initial date the assistance was **issued** (not application date).
8. The family must have a dependent child who is either a U.S. citizen (this includes individuals who have been naturalized) or an alien who is lawfully admitted to reside permanently in the U.S. Aliens granted legal temporary or legal permanent status under the 1986 Immigration Reform and Control Act are not eligible for five years from their adjustment date.

Payments provided will not exceed:

\$ 450 per family for one month's rent payment
\$ 700 per family for one month's mortgage payment
\$ 300 per family for utility payments

The Emergency Assistance Homelessness Prevention Service has the same requirements as the Family Employment Program regarding:

- Restriction of use and disclosure of information
- Treatment of families moving into the state
- Citizenship requirements

Families receiving Emergency Assistance Homelessness Prevention Services have the same rights as Family Employment Program families to request an agency conference or a fair hearing any time they do not agree with an action or decision on their case.

Utah Back to Work Pilot Program

This program provides an opportunity to assist customers who are currently unemployed reconnect to the workforce due to an incentive subsidy of up to \$2,000, paid to eligible employers. There are two groups of customers who are eligible to participate in the program. DWS determines eligibility for the program.

- Current Unemployment Insurance (UI) Claimants who meet the following eligibility criteria:
 - Have received at least one week of paid UI Benefit, are currently receiving UI, and have at least 1 UI paid benefit week remaining.
 - Are considered an eligible parent of and contributing to the financial support of a minor dependent child.
 -
 - Are considered work eligible (either a U.S. citizen or eligible to work in the U.S. and meet the 5 year or 40 covered quarters requirement).
 - Documentation of Income Eligibility Verification system (IEVS) match.

- Have not worked for the participating employer for more than 40 hours during the 60 day period prior to their date of hire.
- Youth ages 18-24 who are currently unemployed and eligible to work in the U.S.

Employer eligibility includes:

- Any employer who is active and registered with UI division and in “good standing” (no delinquent UI taxes or report) and has at least one other employee.
- Any Employer other than the United States, State, or any political subdivision, temporary help company, and Professional Employer Organization. Have not displaced or partially displaced existing workers by participating in this program
- Pay a wage of at least \$9.00 an hour. Commission only and jobs which add the value of tips in to the wage rate paid may qualify if the employer guarantees at least \$9 per hour
- Provide full time (at least 35 hours per week) employment and exclude temporary or seasonal work

Special Emergency Provisions for Declared National Disasters

The TANF block grant will be used to provide emergency assistance to victims of declared national disasters. The Utah emergency rule provision will be utilized to outline policies that apply to the specific disaster needs identified.

Education and Training Services

Education and Training services may be provided to eligible unemployed or underemployed families where a dependent child resides in the home or where a woman is pregnant and in her third trimester. A dependent child is defined as a child under the age of 18, or if 18 a full time student reasonably expected to complete school by the month they turn age 19.

Individuals who must be part of the family’s assistance filing unit include:

- All brothers, sisters, half-brothers, half-sisters, adopted brothers, and adopted sisters who are residing in the same household as a dependent child, and who also meet the dependent child requirement.
- All married parents, including stepparents, residing in the same household as their son, daughter, stepson, or stepdaughter who meet dependent child requirements.

For Education and Training Services a family is considered needy when:

- They are residing in Utah.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of legal permanent resident (LPR), refugee, conditional entrant or individuals granted political asylum.
- They verify identity.

- The family's household gross income does not exceed 200% of the Federal Poverty Level (FPL).

Child Care Services

The Employment Support Child Care Program is designed to help low-income working families pay their child care expenses. Parents must be working a minimum number of hours per week and meet income guidelines. Once a parent has been approved for child care assistance their income limit for ongoing child care increases to a higher level. This allows parents to stay on the program longer and help alleviate the 'cliff effect.'

For Employment Support Child Care, a family is considered needy when:

- They reside in Utah.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of legal permanent resident (LPR), refugee, conditional entrant or individuals granted political asylum.
The family's household gross income does not exceed 300% of the federal poverty level. Eligibility criteria may be set below 300% FPL depending on service.

Other Contractual Services

For Contractual Services, a family is considered needy when all the following are met:

- Reside in Utah
- Household gross income does not exceed 300% of the FPL.
- Meet either U.S. citizenship status **or**
- Meet employment eligible non-citizen status following the requirements of TANF as provided by federal law.
- All nine ESA's within the state have to meet the purpose of TANF, meet the eligibility criteria and that there is an employment outcome or employment support service.
- Eligibility criteria may be set below 300% FPL depending on the service.

Memorandums of Understanding (MOU):

- Baby Watch Early Intervention services offer assessment and access to a network of services for families with children from birth to three years of age with developmental delays or disabilities.

For early intervention/prevention services a family is considered needy when:

- The family's household gross income does not exceed 300% of the FPL.
- They reside in Utah.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of permanent legal resident, refugee, conditional entrant or individuals granted political asylum.

Juvenile Justice

The purpose of these services is focus on keeping at-risk youth living in their own communities and out of the detention centers operated by the juvenile justice system. Examples of services include:

- Receiving Centers: Locations where law enforcement may take youth charged with status offenses that do not meet Detention Admission Guidelines.
- Youth Services: Free 24-hour crisis counseling and free 60-day individual and family counseling to keep the family together.
- Early Intervention Services: Short-term, court-ordered, day treatment programs and supervision for youth with minor offense histories.

For Juvenile Justice services a family is considered needy when:

- The family's household gross income does not exceed 300% of the FPL.
- They reside in Utah.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of permanent legal resident, refugee, conditional entrant or individuals granted political asylum.

Child Protective Services (DHS)

- Child Protective Services (CPS) In-Home Parenting Services provides direct services to parents to help families that need help keeping their children in the home. In addition, this program provides services for parents to learn new skills that meet their own needs and to build relationships with their children.

LDS Humanitarian Services

- Emergency response volunteers assist with the production of kits for humanitarian distribution and other emergency response/clean-up efforts.
- Food and Clothing Production and Distribution
 - Food Production and Distribution programs including canneries, farms (production of soap, milk, pasta and bread), Deseret Meat (meat packaging), Deseret Feedlot, and Deseret Grain (grain storage). The food that is grown and canned at Deseret Industry sites is sent to food banks that serve low-income Utah residents.
 - Volunteer hours spent growing, preparing, and distributing food and clothing ensure that Utah's needy children and their families have proper nourishment and clothing to allow for a more successful future.

For LDS Humanitarian Services a family is considered needy when:

- The family's household gross income does not exceed 300% of the FPL (exception: Questar funding for furnace repair or replacement serves families at or below 125% of the FPL).
- They reside in Utah.

- They meet either U.S. citizenship status or an employment eligible non-citizen with status of permanent legal resident, refugee, conditional entrant or individuals granted political asylum.

Intermountain Health Care Charity Care

The purpose of this service is to provide emergency help to low-income families who are unable to pay for emergency care or clinical office visits. Health care is provided for free or at a reduced fee to low income patients receiving services by hospitals and medical facilities. The charity care expenditures are not paid for or reimbursed by Medicaid, or any other type of federal funding that helps pay for medical services.

For Intermountain Health Care Charity Care services, a family is considered needy when:

- The family's household gross income does not exceed 200% of the FPL.
- The family includes a dependent child under the age of 18 or a pregnant woman.
- They reside in Utah.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of permanent legal resident, refugee, conditional entrant or individuals granted political asylum.

Pamela Atkinson Homeless Trust Fund (PAHTF)

The purpose of the Pamela Atkinson Homeless Trust Fund (PAHTF) is to help move people from homelessness towards self-sufficiency by offering services including Emergency Shelter operations, case management services, outreach, and day center operations. They also assist in the purpose of the Emergency Food Network and Qualified Emergency Food Agencies Fund which is to help food pantries improve pantry capacity, operations, and the distribution of food to impoverished households.

For these services a family is considered needy when:

- They reside in Utah.
- They are homeless.
- They meet either U.S. citizenship status or an employment eligible non-citizen with status of permanent legal resident, refugee, conditional entrant or individuals granted political asylum.

Section 3 - EMPLOYMENT PLANNING

The purpose of the Family Employment Program (including the Family Employment Program for Two Parents and Adoption Assistance) is to help families become self-sufficient by increasing family income through employment and child support. The program will move families to work and increased economic independence in the following ways:

- **Employment planning is required and takes place in conjunction with eligibility determination.**

In order to stress the program's employment focus, assessment and employment planning occurs in conjunction with eligibility determination. From the individual's initial contact with the agency, participation requirements and the program's employment goals are clearly explained and reviewed, beginning with a required program orientation.

- **Diversion is an option instead of ongoing assistance.**

Under the diversion option, persons with the prospect of employment or other sources of income are offered job placement assistance, a financial payment of 3 months to meet immediate needs, child care, and other employment related supportive services. Transitional Medicaid or other medical programs may also be available. Continued case management is available to provide continued support and reduce recidivism.

- **Universal participation in activities leading toward employment based on individualized employment plans within program guidelines.**

Every work eligible parent is required to participate and expected to negotiate an employment plan, regardless of his or her age or the age of the children. Employment planning begins at contact with an employment counselor during an initial interview. There are no exceptions to universal participation. This policy allows for the implementation of Section 407, which limits participation for a parent with a child under 6 who is unable to obtain appropriate child care.

The Employment Counselor uses all available assessment information to determine

if the expected level of participation is appropriate for the individual customer. When assessment information suggests the customer cannot perform at the expected level of participation, the employment plan should support progress towards achieving the expected level of participation. Participation for these customers may mean participating at reduced hours and engaging in activities that address identified barriers that prevent them from performing the eligible activities.

Parents who are assessed as work ready are expected to participate in a job club model called Work Success for the first 2-4 weeks as their participation. Parents who are determined not work ready participate in activities to move them into work ready status.

Participation is required. The cash assistance payment is based upon participation. Customers participating 30 or more hours in employment, worksite placements, full time education/training, job search or a combination of these activities may be eligible to receive an extra \$60 a month.

Dependent children ages 16 and older who are not in school or working are also required to participate in activities that support school and employment.

Child support is emphasized. Unless there is good cause, child support cooperation with the Office of Recovery Services (ORS) is a participation requirement.

- **Employment is supported with earned income disregards.**

For cash assistance payment, the first \$100 plus 50% of the remainder of earned income is not counted when determining the payment. This incentive is not time limited.

Transitional and Extended Support services are available to FEP and FEP-TP cases that close due to increased income, to support their transition in employment.

These services help families:

- Stabilize after the loss of FEP assistance
- Maintain employment
- Reduce recidivism

Transitional Cash Assistance for customers includes two months of a full financial grant, a third month of half of a financial grant and 6 months of required case management. Customers are also potentially eligible for supplemental payments to help reimburse work related expenses.

Extended Support Services include optional case management offered for 24 months to support increased household income through employment.

Households may continue to be categorically eligible for food stamps for 24 months. Transitional Medicaid may be available for up to 12 months. In addition, Transitional or Extended Child Care is available for six months immediately following financial case closure. Ongoing employment support child care is available for eligible working parents.

- **Financial, Food Stamp, Medicaid and other medical programs and Child Care rules are simplified.**

Policies, where possible, are aligned so staff and participants can focus on activities that lead toward employment not on activities geared at remaining eligible for assistance.

- **Wide ranges of services are available to move parents to increased economic independence.**

Services include: Emergency rental assistance, case management, assessment, occupational skills training, adult education, job development and placement, worksite learning, mental health and substance abuse treatment and counseling, funds for work related expenses, job readiness and life skills training.

- **Domestic violence is recognized as one of the possible obstacles that individuals may need to resolve.**

The State meets the requirements for federally recognized good cause domestic violence waivers. The State waiver on the definition of employment activities already allows for individualized assessment and development of a plan that leads to work in accordance with 45 CFR 260.55(b)(c)((2)(3). We will be able to waive federal participation requirements along with other program requirements specified in attachment B under Optional Certification. The waivers will be determined based on need by a worker trained in domestic violence and individuals will have a service plan developed by a person trained in domestic violence in accordance with 45CFR260.55(c)(1)

Employment plans should be flexible and might include temporary waivers for work requirements, extensions of time limits, and customizing programs and resources to meet the individual needs of battered women in accordance with 45 CFR 260.55 (a). Plans are designed such that safety is a principle consideration and opportunities are available to victims to disclose if he or she is a victim of domestic violence and the necessary protections, services and support are available to achieve both safety and employment. Screening for domestic violence is an ongoing process, and individuals may voluntarily and confidentially disclose this at any time during their participation.

In accordance with 45 CFR 260.55 (b)(c)(1)(2)(3) all employees administering TANF assistance to individuals receive training in general domestic violence issues, screening issues, case work issues, procedures and referral issues. At initial assessment, all customers are asked four TALE questions. These questions alert the employee that the customer may be dealing with domestic violence issues. A customer pathway is established that includes employment planning with a licensed clinical therapist (LCT) assigned to each Employment Center. ESA's statewide are responsible for providing multiple opportunities for disclosure and referral and for maintaining and training on resource referral information in the community. Interagency agreements will address the following items:

- FEP assistance must be clearly defined as employment based.
- Employment planning includes assessments to determine skills, limitations, and current circumstances. The employment plan will be monitored no less than every four months. Problem solving, sanctions, and case closures are consequences of non-compliance.

Services offered include: Access to community resources, brief therapy via the LCT, short term therapy via contracted providers, long term therapy via medical provider, and consideration of participation exemptions while accessing services to reduce or resolve risk for self and children.

Another key to reaching economic independence is the relationship between an employment counselor and customer and the customer's ownership in their employment plan. All employment counselors who negotiate employment plans are required to attend "Building Helping Relationships" training. Creating a history of success with a customer is achieved by jointly developing plan goals that are manageable and easily measured.

Utah also supports an intervention specialist who interacts with customers closed for non-participation or for time limits, to ensure families are connected to available resources. The intervention specialist clarifies information regarding FEP closures and viable resources to help minimize and/or resolve barriers. In addition, intervention services strengthen collaboration between partnering agencies by creating referrals for customers who are in need of connection with non-DWS resources.

The State of Utah opts out of the TANF requirement that a parent who is capable of engaging in work must engage in community service employment after receiving TANF assistance for 24 months. Utah continues to require universal engagement for all work eligible parents unless reasonable cause not to participate is provided. Utah utilizes public and non-profit internships when determined appropriate to provide participants with the opportunity to enhance their employability by gaining basic work experience, on-the-job training, and the development and preservation of basic job skills and good work habits through a positive community work experience. These community work sites are only developed with sponsors who are federal, state, or local government units/agencies, or

private non-profit agencies/ organizations. Each sponsor signs an agreement that they will not replace regular employees with interns and that the work position did not result in the displacement of persons currently employed or the filling of established, unfilled vacancies, unless the sponsor can show that unfilled positions are the result of funding cutbacks.

Utah's efforts in providing opportunities for the unemployed and underemployed individual continues to be focused on competitive employment. Local employment centers offer new companies that are moving into their area assistance in finding qualified employees. Family Employment Program individuals will be prepared for those jobs. The goal of the Department of Workforce Services is to provide the labor market with qualified competitive employees. Utah's current economy provides those competitive opportunities for the majority of individuals who are receiving assistance from the Family Employment Program.

The Family Employment Program will be consistently implemented across the State. Providing meaningful opportunities to participants in all areas of the State is an expectation of the program and local service delivery sites. Local Employment Centers may choose what resources are necessary to the area for the success of an individual to achieve employment and provide those resources. The only area that may vary is where individuals reside on the Navajo Nation's tribal lands. The Navajo Nation has chosen to implement its own TANF programs, Native Employment Works (NEW) and Navajo Nation Program for Self Reliance, which was effective January 1, 2007.

Emergency Assistance for Homelessness Prevention

This statewide service requires no employment planning. Appropriate services within the department and in the community are offered based on individual need.

Employment, Education and Training Services

Employment, Education and training Services are provided to unemployed and underemployed parents. An assessment and employment planning process is conducted to determine the need for training services and whether the parent has the skills/qualifications needed to successfully complete the selected training or education program.

Assessment activities assist in the determination of the customer's ability to benefit from services and in the development of the individual employment plan. The plan documents the mix of services for the customer and includes services needed to address and resolve identified barriers. Employment goals are developed based on the assessment results and labor market evaluation.

An employment plan will be negotiated to identify the employment goal, achievement objectives, and an appropriate combination of services for the individual to achieve the employment goal.

Section 4 - BENEFITS

Family Employment Program

Electric Benefit Transfer (EBT)

The Family Employment Program will provide for at least monthly issuance of cash assistance through EBT to families participating in appropriate activities such as job search, job training, adult education, community work, and other related employment activities of the program.

Y Funds

Other supportive services may be provided to families participating in the program. This includes supplemental payments given directly to a parent to help reimburse work related expenses.

Child Care

Child Care may be provided to families participating in the Family Employment Program based on an integrated child care program. This child care program is administered based on the philosophy that all parents are responsible for the choices they make for themselves and their children. Child care assistance is available to families participating in the Family Employment Program to support their participation in approved work activities and to transition families off such assistance. Child care payments will be sufficient to ensure equal access for eligible children to comparable child care services in the State that are provided to children whose parents are not eligible to receive assistance under any other federal or state child care assistance programs.

Time Limit

- The Family Employment Program began applying a 36-month life time limit January 1, 1997 to all families receiving cash assistance from the program with the following three exceptions:
 - Specified relative families where the specified relative is not included in the Family Employment Program cash assistance payment.
 - Families where all parents residing in the home are SSI participants.
 - Adults living in the Indian Country where 50% of the adults are unemployed.

Extensions

On a month-to-month basis, not to exceed 60 months of assistance, the State may continue to provide cash assistance to a family who has reached its 36-month limit for an additional month if currently employed at least 20 hours per week, and during the previous 2 months, the parent was employed for no less than 20 hours per week.

The State may extend 20 percent of the average monthly number of families receiving Family Employment Program cash assistance beyond the 60-month time limit. Those within the 20 percent who are extended beyond the time limit will still be required to

participate in activities leading to employment and will be subject to closure of the cash assistance case for continued non-participation.

Reasons for an extension include:

- The parent is medically (to include domestic violence, physical and mental health conditions) unable to work.
- A young parent under age 19.
- A parent must care for a medically needy dependent family member.
- Resolving domestic violence issues if they are a barrier to employment.
- A parent engaged in education/training and through no fault of their own is not able to complete the training within the 36 month time limit.
- A parent through no fault of their own experiences a delay in delivery of services by DWS, preventing the parent from obtaining employment.
- A parent completes education/training at the end of the 36 months and needs additional time to obtain employment.
- Moved to Utah after exhausting 36 months of assistance since October 1, 1996 and through no fault of their own a delay in delivery of services in the other state resulted in a hardship to the parent, preventing the parent from obtaining employment.
- A parent who has received 36 months of assistance and was employed at least 20 hours a week during the previous 2 months while receiving assistance and continues to be employed no less than 20 hours a month can receive an employment extension not to exceed 24 months.
- A parent currently receiving an extension, who will no longer be eligible for an extension, may be eligible for a one-month extension to look for employment. This extension reason is not available for a parent who is receiving the employment extension or the extension for a parent completing education/ training because they are already eligible for additional time to obtain employment.
- Parent with documented layoff on or after 1/1/08. Reason expires 12/31/2011.

At no time will more than 20% of the State's average monthly number of families receiving assistance exceed 5 years of ongoing TANF cash assistance.

A month that a parent received Temporary Assistance for Needy Families in another state will count toward the family's 36-month Family Employment Program time limit, unless that family meets the following exception criteria:

- Specified relative(s) or
- All parents are SSI recipients or
- Adult(s) living on or near a reservation where the unemployment rate is equal to or greater than 50%

Until a national data system is developed that tracks months of assistance in another state, to determine the months of assistance in another state, all applicants will be asked what states they have previously resided in. Based on the information provided by the parent and any other information that may become available, a contact with those states will be made to determine if the applicant received Temporary Assistance for Needy Families (TANF). If the applicant received TANF, additional information may be required to determine eligibility for an extension.

Activity Review

A formal problem solving process will occur in the Family Employment Program to resolve any lack of appropriate participation by a parent residing in the household. The purpose of the activity review process is to:

- Encourage participation in appropriate activities to increase family income through employment, SSI or SSDI or child support AND
- Ensure that the individual who is choosing not to participate, has been educated about the consequences of non-participation and has made an *informed* choice about the participation and cooperation requirement AND
- Confirm that case managers and other agency/allied staff have followed a uniform set of procedures, analyzed agency intervention, and utilized appropriate resources to assist individuals in resolving any participation problems AND
- Provide opportunity for the individuals to establish reasonable cause for not participating.

The activity review process focuses on jointly addressing barriers to participation and exploring alternatives to arrive at a mutually agreeable level of participation. If the employment plan was determined appropriate and if a customer is unable to provide reasonable cause or verification of participation in the negotiated activities was not verified, a non-participation sanction will occur and the financial assistance will close. All activity review sanctions will be for one full month. When a customer's financial assistance is closed for activity review, the customer will be required to reapply for financial assistance and do a trial participation period for up to two weeks before the case is opened again.

Adoption Assistance

Benefits for Adoption Assistance are treated the same as the Family Employment Program.

Employment, Education and Training Services

Parents eligible for Education and Training Services may receive up to:

1. \$4,000.00 in an Individual Training and Supportive Services Account to finance training.
2. Stipend up to 80% of the comparable wage but no less than minimum wage for 6 months of Paid Internship. This level is for WIA Youth who are not FEP head of household.
3. 50% of wages paid to the employer for On the Job Training for a 6-month period.

Section 5 - PARENTAL RESPONSIBILITY

The State strongly believes that both parents have a responsibility to support their children. All parents who are included in the Family Employment Program's assistance filing unit must participate in agreed upon activities leading to increasing their family's income through employment, child support, and in some situations, pursuit of disability payments. The age of a parent does NOT affect the requirement to participate. The State also offers employment related services to unemployed parents not residing in the home so they can meet their ongoing child support obligations.

Except where good cause exists, all parents are required to provide the most complete and accurate information on every absent parent, and to fully cooperate with the Office of Recovery Services (Utah's IV-D agency) so that the family can obtain child support.

Parents have the responsibility to support their minor teen children who are parents as well. Teen parents who have a dependent child in their care MUST reside with their parent(s), stepparent(s), or legal guardian(s) to be eligible for Family Employment Program assistance, where parent's income is deemed. In cases where good cause is approved to live separately from the parents, the teen parent must still reside in a suitable adult-supervised living arrangement to be eligible for Family Employment Program assistance. Teen births affect newborn infants, their young mothers, their fathers, their families, and society. Pregnant teens have higher risks for inadequate prenatal care, incomplete education, single parenthood, and increased poverty for mother and child. In order to address the health, social, economic and educational issues that teenage pregnancy involves, the State has developed collaborative, community based prevention programs which focus on high risk teens, both male and female. Through the formation of these programs, the State will continue to work towards the goal to decrease the teen out of wedlock birth rate.

As part of the initial and ongoing assessment process of determining appropriate participation level for parents, the State will continue to consider domestic violence as one of the possible obstacles that the family needs to resolve in order to become self-supporting. Participation for families who have been affected by domestic violence issues that impede their ability to gain or maintain employment will be tailored to include additional services and treatments so that the domestic violence barrier may be overcome.

Section 6 - TRIBES

All tribal members may apply for assistance from the Family Employment Program if they are not receiving assistance from a tribal assistance plan. Tribal members will be subject to the same eligibility, time limit, and participation requirements as other families receiving assistance from the Family Employment Program. However, if a Tribe elects to continue receiving Navajo Nation's Tribal TANF Program funds, and/or Navajo Nation Program for Self Reliance, to serve the employment and training needs of tribal members living on their tribal lands, these tribal members will be referred to the Tribe for a determination of appropriate participation requirements.

The TANF FEP months received while household families reside on Navajo Nation and Skull Valley Goshute Native American reservations do not count toward the FEP federal and state time limit. The reservation must have an unemployment level of 50% or more, and meet other economic criteria to be exempt from countable FEP month policy. This exemption is not permanent and may change based on the economic conditions of the area.

The State will continue to offer coordination efforts with the Tribes in developing employment focused programs and job opportunities for tribal members.

Section 7 – FAMILY STABILIZATION INITIATIVES

Several initiatives supporting prevention and reduction of out-of-wedlock pregnancies, encouraging the formation and maintenance of two-parent families, and healthy youth development operate in the State. These include contracted services with local and state governments, private and non-profit agencies and are offered to males and females.

Promoting Marriage:

Utah's Healthy Marriage initiative focuses on helping people form and sustain a healthy, enduring marriage by promoting/providing relationship education services and resources, and providing a yearly couples counseling training to professional and faith-based counselors and family life educators. The initiative has contracted with Utah State University's Extension Services to provide community offerings, currently available in 19 of Utah's 29 counties. In addition, the website, www.strongermarriage.org, provides free online programs along with researched information and resources for a statewide reach. A public awareness campaign has more than doubled traffic to the website and services. The Utah Marriage Handbook is distributed to teachers of the high school course, "Adult Roles and Financial Literacy" for use as a curriculum supplement. Formative research and ongoing evaluation guide the initiative. The budget for Utah's Healthy Marriage Initiative is .9% of Utah's TANF grant (\$675,000).

Out-of-Wedlock Pregnancy Prevention:

DWS provides a wide variety of out-of-wedlock pregnancy prevention programs and services to target groups that will facilitate the goal of an annual 2% reduction of the rate for out-of-wedlock pregnancies. All programs provide group education services for male and female students focusing on six prevention components: career exploration, healthy body/lifestyles, financial literacy, healthy interpersonal relationships, prevention of tobacco/drug/alcohol abuse, prevention of violence/gang affiliation, and pregnancy/sexually transmitted infection (STI) prevention. Research will take place to further study the success of statewide initiatives.

TANF dollars fund statewide Safe Passages, Life Skills, and Youth Connections grants that support after school education outreach programs. Programs provide prevention and intervention education to youth ages 8-18 through well-rounded, research based youth development practices. Program materials promote self-esteem, character building, life skills, leadership opportunities, the benefits of employment, career planning, peer support groups, strategies to improve academic and social outcomes, and the importance of High School or GED completion. Program goals include improving academic and social outcomes for participating youth, facilitating the formation of secure, stable relationships, and educational opportunities that are culturally and linguistically responsive to the needs of youth. Grantee orientation includes training on Utah's statutory rape laws and regulations.

Section 8 - ADMINISTRATION

The Utah Department of Workforce Services has the administrative and supervisory responsibility for the Family Employment Program. The Department of Workforce Services also has the responsibility to administer most employment education and training services in the State of Utah. The Executive Director of the Department of Workforce Services is a member of the Governor's cabinet.

TANF is state administered and implementation is based within nine Economic Service Areas. Each service area has several Employment Centers that implement programs and services. A Deputy Director of the Department of Workforce Services supervises each Service Area Director (SAD).

This plan reflects Utah's current state wide Family Employment Program and Employment and Education and Training Services. Improvements and options in the program will be an on-going continuous improvement process that will include amendments to this plan.

ATTACHMENT A

Statutory Text

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996, (Public Law 104-193) was signed by the President on August 22, 1996. The following is the statutory language relative to the State TANF plan.

SECTION 402 -- STATE PLAN REQUIREMENTS

(a)(1) OUTLINE OF FAMILY ASSISTANCE PROGRAM.

(A) General Provisions - A written document that outline how the State intends to:

(i) Conduct a program, designed to serve all political subdivisions in the State (not necessarily in a uniform manner), that provides assistance to needy families with (or expecting) children and provides parents with job preparation, work, and supportive services to enable them to leave the program and become self-sufficient.

(ii) Require a parent or caretaker receiving assistance under the program to engage in work once the State determines the parent or caretaker is ready to engage in work, or once the parent or caretaker has received assistance under the program for 24 months, whichever is earlier.

(iii) Ensure that parent and caretakers receiving assistance under the program engage in work activities in accordance with section 407.

(iv) Take steps to restrict the use and disclosure of information about individuals and families receiving assistance.

(v) Establish goals and take action to prevent and reduce the incidence of out-of-wedlock pregnancies, with special emphasis on teenage pregnancies, and establish numerical goals for reducing the illegitimacy rate of the State for calendar years 1996 through 2005.

(vi) Conduct a program that provides education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded in scope to include men.

(B) Special Provisions -

(i) The document shall indicate whether the State intends to treat families moving into the State from another State differently than other families under the program, and if so, how the State intends to treat such families under the program.

(ii) The document shall indicate whether the State intends to provide assistance under the program to individuals who are not citizens of the United States, and if so, shall include an overview of such assistance.

(iii) The document shall set forth objective criteria for the delivery of benefits and the determination of eligibility and for fair and equitable treatment, including an explanation of how the State will provide opportunities for administrative or appeal process.

(iv) Not later than 1 year after the date of enactment of the Act, unless the chief executive officer of the State opts out of the provision by notifying the Secretary, a State shall, consistent with the exception provided in section 407(e)(2), require a parent or caretaker receiving assistance under the program who, after receiving such assistance for 24 months is not exempt from work requirements and is not engaged in work, as determined under section 404(c), to participate in community service employment, with minimum hours per week and tasks to be determined by the State.

(2) **CERTIFICATION THAT THE STATE WILL OPERATE A CHILD SUPPORT ENFORCEMENT PROGRAM** - A certification by the chief executive officer of the State that, during the fiscal year, the State will operate a child support enforcement program under the State plan approved under part D.

(3) **CERTIFICATION THAT THE STATE WILL OPERATE A FOSTER CARE AND ADOPTION ASSISTANCE PROGRAM** - A certification by the chief executive officer of the State that during the fiscal year, the State will operate a foster care and adoption assistance program under the State plan approved under part E, and that the State will take such actions as are necessary to ensure that children receiving assistance under such part are eligible for medical assistance under the State plan under title XIX.

(4) **CERTIFICATION OF ADMINISTRATION OF THE PROGRAM** - A certification by the chief executive officer of the State specifying which State agency or agencies will administer and supervise the program referred to in paragraph (1) for the fiscal year, which shall include assurance that local governments and private sector organizations:

(A) Have been consulted regarding the plan and design of welfare services in the State so that services are provided in a manner appropriate to local populations; and

(B) Have had at least 45 days to submit comments on the plan and the design of such services. (5) **CERTIFICATION THAT THE STATE WILL PROVIDE INDIANS WITH EQUITABLE ACCESS TO ASSISTANCE** - A certification by the chief executive office of the State that, during the fiscal year, the State will provide each member of an Indians tribe, who is domiciled in the State and is not eligible for assistance under a tribal family

assistance plan approved under section 412, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal Government.

(6) CERTIFICATION OF STANDARDS AND PROCEDURES TO ENSURE AGAINST PROGRAM FRAUD AND ABUSE - A certification by the chief executive officer of the State that the State has established and is enforcing standards and procedures to ensure against program fraud and abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the State program, kickbacks, and the use of political patronage.

(7) OPTIONAL CERTIFICATION OF STANDARDS AND PROCEDURES TO ENSURE THAT THE STATE WILL SCREEN FOR AND IDENTIFY DOMESTIC VIOLENCE -

(A) In General - At the option of the State, a certification by the chief executive officer of the State that the State has established and is enforcing standards and procedures to-

(i) Screen and identify individuals receiving assistance under this part with a history of domestic violence while maintaining the confidentiality of such individuals;

(ii) Refer such individual to counseling and supportive services; and

(iii) waive, pursuant to a determination of good cause, other program requirements such as time limits (for so long as necessary) for individuals receiving assistance, residency requirements, child support cooperation requirements, and family cap provisions, in cases where compliance with such requirements would make it more difficult for individuals receiving assistance under this part to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence.

(B) PUBLIC AVAILABILITY OF STATE PLAN SUMMARY - The State shall make available to the public a summary of any plan submitted by the State under this section.

ATTACHMENT B

Certifications

The State will operate a program to provide Temporary Assistance to Needy Families (TANF) so that the children may be cared for in their own homes or in the homes of relatives; to end dependence of needy parents on government benefits by promoting job preparation, work, and marriage; to prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies; and encourage the formation and maintenance of two-parent families.

This program is known as the Family Employment Program
Executive Officer of the State (Name) Governor Gary Herbert
In administering and operating a program that provides Temporary Assistance for Needy Families with minor children under title IV-A of the Social Security Act, the State will:

1. Specify which State agency or agencies will administer and supervise the program under part A in all political subdivisions of the State:

Department of Workforce Services is the agency responsible for administering the program.

Department of Workforce Services is the agency responsible for supervising the program.
2. Assure that local governments and private sector organizations:
 - (a) Have been consulted regarding the plan and design of welfare services in the State so that services are provided in a manner appropriate to local populations; and
 - (b) Have had at least 45 days to submit comments on the plan and the design of such services.
3. Operate a Child Support Enforcement program under the State plan approved under part D.
4. Operate a Foster Care and Adoption Assistance program in accordance with part E, and certify that the State will take all necessary actions to ensure that children receiving assistance are eligible for medical assistance;

5. Provide each member of an Indian tribe, who is domiciled in the State and is not eligible for assistance under a Tribal Family Assistance plan approved under Section 412, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal Government
6. Establish and enforce standards and procedures to ensure against program fraud and abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the State program, kickbacks, and the use of political patronage.
7. Make available to the public a summary of the State plan; and

OPTIONAL CERTIFICATION

[X] The State has established and is enforcing standards and procedures to:

- (1) Screen and identify individuals receiving assistance under this part with a history of domestic violence while maintaining the confidentiality of such individuals;
- (2) Refer such individuals to counseling and supportive services; and
- (3) Waive, pursuant to a determination of good cause, other program requirements such as time limits (for as long as necessary) and individuals receiving assistance, residency requirements, child support cooperation requirements, and family cap provisions, in case where compliance with such requirements would make it more difficult for individuals receiving assistance under this part to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence.

CERTIFIED BY THE CHIEF EXECUTIVE OFFICER OF THE STATE:

Date

For Governor of Utah

ATTACHMENT C

Funding

Section 403(a)(1)(A) provides that each eligible State shall be entitled to receive, a grant in an amount equal to the State family assistance grant as defined in section 403(a)(1)(B). The effective date of this plan amendment is May 1, 2011. The State will spend Maintenance of Effort (MOE) on the Transitional Cash Assistance program and eligible non-citizens not meeting TANF Qualified Alien criteria within five years of entry. MOE may also be claimed as needed for FEP, FEP TP, TCA, Early Intervention Services, Juvenile Justice Services, academic and supportive services for youth development, volunteer programs serving eligible families and children, Intermountain Health Care Charity Care, Pamela Atkinson Homeless Trust Fund (PAHTF), Baby Watch, Child Protective Services (DHS) and LDS Humanitarian Services. Memorandums of Understanding will be in place for each service claimed as MOE during a federal fiscal year if the Department does not administer the program. Other TANF services will combine Federal TANF and State Maintenance of Effort money.

I. Payments to Agency Administering the TANF Program

Payments for the TANF program will be made to the organization managing the AFDC/JOBS programs as of August 22, 1996, unless the State indicates that the TANF administering agency is changed. If a change is made, describe the name, address and EIN number of the new organization.

II. State Payments for TANF Program

Section 405 requires that grants be paid to States in quarterly installments, based on State estimates. The State's estimate for each quarter of the fiscal year by percentage is:

For FY 2007 and Further Years-

<u>1st quarter</u>	<u>2nd quarter</u>	<u>3rd quarter</u>	<u>4th quarter</u>
25%	25%	25%	25%

ATTACHMENT D

State of Utah Department of Workforce Services Organizational Chart

